

and represent a milestone for labor-management relations.

**Letter to Members of Congress on  
Proposed Safe Drinking Water  
Legislation**

*July 30, 1996*

Dear \_\_\_\_\_:

I urge the Congress to pass strong legislation that protects our nation's drinking water. Although the conferees have made considerable progress, it is imperative that I sign this legislation into law by August 1. If the House and Senate fail to act, \$725 million in federal funding will cease to be available for this important health and safety initiative.

All Americans have the right to know that their drinking water is safe. This legislation should solidify that right by strengthening health and safety standards in addition to protecting the public from significant threats to our drinking water. It is critical that the Congress approve legislation that provides both a reasonable framework to improve our nation's water supply in addition to the funding and flexibility necessary for communities to make these improvements a reality.

A compromise bill containing these priorities is clearly within reach. I hope that we seize this opportunity and pass this important piece of legislation.

Sincerely,

**Bill**

NOTE: Identical letters were sent to congressional conferees meeting on S. 1316.

**Message to the House of  
Representatives Returning Without  
Approval the Teamwork for  
Employees and Managers Act of  
1995**

*July 30, 1996*

*To the House of Representatives:*

I am returning herewith without my approval, H.R. 743, the "Teamwork for Employees and Managers Act of 1995." This act would undermine crucial employee protections.

I strongly support workplace practices that promote cooperative labor-management relations. In order for the United States to remain globally competitive into the next century, employees must recognize their stake in their employer's business, employers must value their employees' labor, and each must work in partnership with the other. Cooperative efforts, by promoting mutual trust and respect, can encourage innovation, improve productivity, and enhance the efficiency and performance of American workplaces.

Current law provides for a wide variety of cooperative workplace efforts. It permits employers to work with employees in quality circles to improve quality, efficiency, and productivity. Current law also allows employers to delegate significant managerial responsibilities to employee work teams, sponsor brainstorming sessions, and solicit employee suggestions and criticisms. Today, 30,000 workplaces across the country have employee involvement plans. According to one recent survey, 96 percent of large employers already have established such programs.

I strongly support further labor-management cooperation within the broad parameters allowed under current law. To the extent that recent National Labor Relations Board (NLRB) decisions have created uncertainty as to the scope of permissible cooperation, the NLRB, in the exercise of its independent authority, should provide guidance to clarify the broad legal boundaries of labor-management teamwork. The Congress rejected a more narrowly defined proposal designed to accomplish that objective.

Instead, this legislation, rather than promoting genuine teamwork, would undermine the system of collective bargaining that has served this country so well for many decades. It would do this by allowing employers to establish company unions where no union currently exists and permitting company-dominated unions where employees are in the process of determining whether to be represented by a union. Rather than encouraging true workplace cooperation, this bill would abolish protections that ensure independent and democratic representation in the workplace.

True cooperative efforts must be based on true partnerships. A context of mutual trust